

CAREER FOCUS

Selective Reenlistment Bonuses—because money talks!

BY MASTER SGT. DAVID HALVORSON
TEAM KIRTLAND career assistance advisor

For all the recent innovations in recruiting and retaining quality people, including increased recruiting manpower nationwide, Air Force officials continue to confirm the impact of a simple process already in place, based on an age-old principle, for attracting and keeping America's best. Money talks!

As always, there's a lot of talk around the water cooler about entitlements and benefits and one of the more lively—and confusing—topics is the Selective Reenlistment Bonus Program.

This week, let's address the particulars that surround this powerful retention tool.

What are Selective Reenlistment Bonuses and who can receive one?

Essentially, Selective Reenlistment Bonuses are monetary incentives paid to enlisted members to attract reenlistments in, and retraining into, critical military skills to sustain the career force in those skills.

"It is a tool the Air Force uses as an incentive to help keep the right people in the right jobs to accomplish our mission," said Maj. Gen. Peter Sutton, director of learning and force development, Headquarters U.S. Air Force, Washington.

The criteria used for determining which enlisted skills receive a Selective Reenlistment Bonus includes current and projected skill and total manning levels, reenlistment rates and category of enlistment, career field force structure changes and inputs from career field functional managers.

The Air Force's Deputy Chief of Staff for Personnel, Directorate of Personnel Resources, Skills Management Division is responsible for adding and deleting from the SRB list as requirements change.

These changes are many and frequent, and according to General Sutton, "are the result of increased retention rates."

Bonuses are not an entitlement and Airmen shouldn't make plans for their future based on the possibility they may receive a Selective Reenlistment Bonus. The Air Force will continue to shift this program based on the needs of the Air Force and our Global mission.

The formula to determine the amount awarded is relatively simple—(monthly Basic Pay) X (years, or fractions of a year (months) of additional obligated service) X (SRB multiplier) = SRB award.

It's important to note that Selective Reenlistment Bonuses are authorized in 0.5 increments (known as *multiplies*) covering three reenlistment zones for personnel with between 17 months and 14 years of service.



Master Sgt. David Halvorson

Selective Reenlistment Bonus monies are only paid for additional years of enlistment—and are not paid for any current obligated service. Additionally, in accordance with public law USC Title 37, the services cannot pay for service beyond 16 years and it is the reenlistment date that determines the zone and the multiple.

So, how do you find out which career fields and Air Force Specialties currently offer a reenlistment bonus? Just make an appointment to visit with the experts in the Military Personnel Flight reenlistment section.

Or if you prefer to go online for information on Selective Reenlistment Bonus Program policies and procedures, logon to the AFPC reenlistment data Web site at www.afpc.randolph.af.mil/enlskills/Reenlistments/reenlistments.htm.



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Nucleus is on the Web
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E-mail articles only to 377ABW.NUCLEUS@kirtland.af.mil

Editorial: 846-4235.

Submission deadline
9 a.m. the Friday before publication.
Deadlines change for holidays.

Advertising deadlines
Classified:
Tuesday, noon, 892-9400
or observerclass@attglobal.net

Display:
Friday, 5 p.m., 892-9400
or observerads@attglobal.net

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Command Chief's Choice



Senior Airman Terry A. Oliver

Senior Airman Terry A. Oliver works in the 377th Mission Support Squadron as an evaluations and decorations specialist.

Her responsibilities include reviewing, monitoring and performing quality reviews on decorations and evaluations. Additionally, she is the president of Kirtland AFB's Airmen's Council.

She is married to Nicholas Oliver from Chicago.

What Do You Like About Kirtland?

It has helped me grow and mature. I've really learned a lot, specifically on how each element in the Military Personnel Flight impacts the lives of other military members, civilians and their spouses.

What are your hobbies?

I enjoy spending time with my husband, reading and working on our truck. I also like to hang out with my friends.

In 10 years where do you see yourself?

Being a homeowner with two kids and having obtained the rank of master sergeant.

What is your main goal in life?

To continue to enjoy life to its fullest. Also keeping my husband happy and establishing financial security!

FORUM

kirtlandcc.forum@kirtland.af.mil, 846-4240

'No One Comes Close'

Are you sure "No One Comes Close"?

I have noticed while driving into the base at Gibson Gate that there is a beautiful electronic sign with changing messages.

As the sign changes, I continue to see "America's Air Force No One Comes Close." Although I have been unable to find a definitive answer in writing, I believe you may find that the Air Force adopted "No One Comes Close" slogan sometime in 1999 or 2000, at which time they retired the "Aim High" slogan.

Since then, I believe they have replaced "No One Comes Close" with the new slogan "Cross into the Blue". The sign is a great tool for information and I think it should display the current slogan that the Air Force has approved.

We've decided to take your super idea and go a step further. In borrowing from the headliner on many of our Air Force's newest Web site designs, we've changed the sign to read "America's Air Force—Integrity, Service, Excellence."

Thanks for inspiring us to be a bit more creative as we update the message we send to so many who pass through the Gibson Gate.

Stray dogs invading Pershing Park

We have a very big problem with stray dogs coming on base. I live in Pershing Park and there is a black and white stray dog that we have reported to security forces at least a dozen times and also reported to Chugach to patch the hole in the fence of the northwest corner of the base that they know about.

They put a temporary patch on it and called me personally to see if that was satisfactory.

I said "No," because the dogs had just broken through the fence and are still taunting the children on the playground as well as all of our dogs through our fences.

These dogs look like they have sores and the hole in the fence is large enough for a person to come through and security forces just don't seem to want to do anything about it.

They send a patrol car out to find the stray dogs.

I'm very dissatisfied with the safety of our children and our animals here.

We're grateful you shared your concerns regarding stray dogs in Pershing Park Housing.

Our civil engineering and security forces professionals assessed the northwest perimeter fence, leading to the repairs our team completed over the past several weeks. TEAM KIRTLAND's civil engineers will remain vigilant and continue to make re-



COL. HENRY L. ANDREWS, JR.
377th Air Base Wing commander

pairs wherever conditions warrant.

Meanwhile, our law enforcement patrols will always attempt to capture stray animals. Of course, as you know, stray dogs can be very elusive and we'll sometimes come away empty-handed. Moreover, our law enforcement desk sergeants have a duty to all who live, work, and play on Kirtland to prioritize stray animal calls in relation to other events that may be occurring at the same time.

If you discover any new issues with this fence line, please help us by contacting our Civil Engineer Service Call Desk at 846-8222. Many thanks!

BX lines too long

I would like to comment on the lack of customer support and poor manager involvement in the BX.

On a payday Friday, I went to the BX to buy some items at 10 a.m., my lunchtime, and was surprised to find that only two checkouts were open.

I asked the cashier if she had or would call for help and she did. They called four times in 15 minutes and never got any response. If there was any response, the customers, in line back to the center isle of the BX for up to 20-25 minutes, couldn't tell.

I went back to the manager's office and no managers were available. The answer I received from the cashiers and the administrative assistant was that they were doing inventory so people weren't available.

When a manager was finally reached his answer was that they knew of the long lines and were working it; they had to find some cashiers.

As no managers were on the BX floor how could they know what was going on? I find it unacceptable that Army and Air Force Exchange Service management failed so blatantly to support the customers during a high peak

time. How could management not know that they would be busy at the cashier lines and customer service counters on a payday Friday at lunchtime?

If AAFES wants to earn the support of the base population, how can managers not think ahead to peak customer service times, and plan their employees around that?

I understand inventory is required and important, but to put it in front of the customer is nothing but bad management. I feel sorry for the poor employees who have to deal with managers with so little insight into how to run a business, as they have to deal with customers who shouldn't be waiting in long lines.

I would like to praise the cashiers on duty as they were working as fast as they could.

Thank you for bringing the delays you encountered at the AAFES Main Exchange to our attention.

Your comments help us to improve our performance. Needless to say, we do apologize for the inconvenience.

As you are aware, the Main Exchange was in the process of completing their inventory, a process that began at 2 a.m.

When you were in line, the Exchange staff was completing the inventory process in a room where the paging system does not reach. All of our BX managers do, however, carry cordless extension phones. So, in the future the cashiers will call one of them directly when help is needed on the checkout line.

We also did not have enough cashiers working at the time of your visit. Frankly, this was due to a scheduling error.

The Exchange leadership pays very close attention to customer traffic patterns and schedules associates accordingly. As a matter of fact, on the last customer satisfaction survey, the Main Exchange check-out process scored highest.

It may interest you to know that we have in the past closed the exchange during the annual inventory. This year, in an effort to lessen the imposition on our customers, we stayed open and performed much of our inventory during non-business hours.

We take customer service seriously and assure you this unfortunate occurrence was not business-as-usual.

Taking turns at Wyoming Gate

I'm sitting on Wyoming Boulevard, trying to leave the base. We've been sitting here about 15 minutes, while the commander has had traffic leaving the Wyoming Gate stopped, so someone who had a meeting at the club could get off base.

I think it is absolutely inappropriate. To make everybody on the base back up traffic for probably two miles is just wrong.

Yes, it's true that we occasionally have to help traffic leaving widely attended events at the Mountain View Club get back on Wyoming from Club Road. Of course, these are most often (although not always) lunchtime func-

tions when base traffic is quite brisk. So, a little traffic control on our part is the right thing to do.

Now, what we don't always do as well as we would like is ensure everyone has a fair turn at getting on their way. This takes a little practice and—now that you've been kind enough to make sure we're aware of your concerns—we'll work a bit harder to make this better by our keeping traffic in all directions moving along.

Dangerous speeds, at Wherry entrance

My son goes to school at Wherry Elementary and my concern is about dropping him off at the school. The speed limit signs are confusing and nobody adheres to the 15 mph zone.

I was nearly hit three times trying to take my son into the school.

When I go the speed limit I get honked at, beeped at, flipped off—pretty much everything.

I tried taking this up to security forces and they said that they couldn't really do anything about running radars there, like they used to. They told me to call this number and make a complaint.

Maybe what we could do is put up a sign there or flashing lights or something to deter people from doing the 25 or 40 miles per hour that they do speeding past the school.

It's not only me. I've heard several complaints from other parents that drop off their child. One of these days there's going to be a major accident.

We appreciate your concern for the safety of parents and children of Wherry Elementary School.

Since December 2003, TEAM KIRTLAND's security forces professionals have increased patrols along this thoroughfare by 50 percent, allowing us to provide better oversight of the school zone, housing and parking lots. Additionally, based on the recommendation of our Traffic Working Group, we have posted a sign on the eastbound side of Gibson indicating clearly "REDUCED SPEED AHEAD" in lieu of adding a traffic signal.

Forum

We want your suggestions and comments concerning Kirtland AFB.

However, may we also suggest giving base agencies or the chain of command the chance to resolve your concern before calling Forum.

If you decide the Forum is the right answer, we don't print callers' names.

Customer service

Chapel, 846-5691
CE Help Desk, 846-8222
Commissary, 846-9586
Computer help, 846-5926
Energy wasting, 846-4633
Exchange Service, 266-9887
Family Services, 846-0741
Finance, 846-8045, 846-6639
Law Enforcement, 846-7926
Legal Services, 846-4217
Medical Clinic, 846-3406
Services Squadron, 846-1828

Write: 377 ABW/CC Forum
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